

Pub. Imp. \_\_\_\_\_  
Govt. Grnt. \_\_\_\_\_  
Emer. \_\_\_\_\_  
P. Hrngs. \_\_\_\_\_  
Pgs. 3  
Filed: 11-18-03

Sponsored by: Carlson

First Reading: \_\_\_\_\_

Second Reading: \_\_\_\_\_

COUNCIL BILL NO. 2003 - 323

GENERAL ORDINANCE NO. \_\_\_\_\_

### AN ORDINANCE

AMENDING Chapter 2, Section 2-92(d)(i) of the Springfield City Code, known as the salary ordinance, and G.O. 3790, Section 3, relating to work substitutions by Fire Department employees.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF SPRINGFIELD, MISSOURI, as follows:

Section 1 - That Section 2-92.(d)(i) of the Springfield City Code, known as the salary ordinance, as set out in G.O. 3790, relating to work substitutions by Fire Department employees, is hereby amended as follows:

(i) If any Fire Department employee agrees, solely at his own option, with the approval of the **Fire** Chief, to substitute during scheduled work hours for another Fire Department employee who is employed in the same job classification, the hours such employee worked as a substitute shall be excluded in the calculation of the hours for which the employee is entitled to overtime compensation.

Substitution under the above conditions will be permitted in increments of **four (4)** ~~42 or 24~~ hours **or more**, except that the fire Chief may approve shorter periods of substitution for employees who are officers of the International Association of Firefighters, Local 152, to attend official meetings of the Association. It shall not be a violation of any policy of the City of Springfield for the substituting employee to receive compensation in cash or kind from the substituting employee or from any other person or organization on his behalf. If any part of the foregoing shall be found

to be in violation of the Fair Labor Standards Act, the said part shall be of no effect,  
and shall be null and void.

NOTE: **Bolded** language has been added, and ~~stricken~~ language has been deleted.

Section 2 - This ordinance shall be in full force and effect from and after its passage.

Passed at meeting: \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest: \_\_\_\_\_, City Clerk

Approved as to form: Carol J. Parker, City Attorney

Approved for Council action: [Signature], City Manager

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Aff. Agcy. Noticed \_\_\_\_\_  
Emergency Required \_\_\_\_\_  
P. Hrngs. Required \_\_\_\_\_  
Fiscal Note Required \_\_\_\_\_  
Board Rec. Required \_\_\_\_\_  
IPO Required \_\_\_\_\_

EXPLANATION TO COUNCIL BILL NO. 2003 -


ORIGINATING DEPARTMENT: Fire

PURPOSE: To amend the City ordinance to provide for work substitutions for Fire Department employees in shorter increments.


BACKGROUND: Present City regulations were adopted in 1986 and allow work substitutions for fire employees on the 24 hour shift, in conformity with Federal Regulations. However, the work substitution provisions are applicable in only limited circumstances. In order to accommodate employees who wish to have work substitutions in less than the present 12 hour increments for educational and family purposes, the ordinance would allow substitutions in four (4) or more hour increments. The department policies would continue to limit the amount of substitutions to a reasonable level

REMARKS: Many Fire Department employees are continuing to develop themselves through formal education and training. Working on a twenty-four hour shift makes it difficult to attend normal class schedules. Allowing shorter substitutions would greatly enhance the ability of self development through education. Additionally, as a family friendly organization, we would like to allow employees to attend family oriented functions on a limited basis, without impacting staffing levels in the department.

Submitted by:

  
Fire Chief

Approved by:

  
City Manager